



Principal candidate information





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Letter from the chairman

As the chairman of Ormiston Academies Trust (OAT), I would like to extend a very warm welcome to you. Thank you for the interest you have shown in the position of principal at **Thomas Wolsey Ormiston Academy**, a special school for children aged 3 to 16 years who have physical, medical and/or sensory needs and associated learning difficulties. I hope this information pack will be helpful to you and that it will convey exactly what we are looking for.

Ormiston Academies Trust is committed to ensuring that all our learners achieve the very best outcomes to prepare them for the next stage in their development. Inclusion is at the heart of our commitment to this and 'be inclusive' is one of our four OAT values together with 'share what is best; anyone can excel; and enjoy the challenge'.

We are looking for an exceptional professional with a proven track record of leading teams to achieve sustained school improvement who can embody these values and take **Thomas Wolsey Ormiston Academy** on to the next stage in its journey.

Thomas Wolsey Ormiston Academy is located on the outskirts of Ipswich, serving a wide area, which includes most of Suffolk and north-east Essex. The geographical area is a mixture of rural and urban locations, some of which are deprived. The community that the academy serves is diverse in socio-economic terms but there is not a significant cultural diversity. Commuter transport links are good, enabling people to travel to places such as London and Cambridge for employment.

Thomas Wolsey Ormiston Academy is co-located on site with Ormiston Endeavour Academy, a mainstream secondary academy, which provides many opportunities for collaborative working and sharing of resources and expertise between the schools. **Thomas Wolsey Ormiston Academy** is bright and spacious and has recently benefitted from substantial investments including improvements to the onsite swimming pool, staff facilities and community entrance way. The external play spaces are also in the process of being substantially refurbished with new sensory play equipment, gardens and a new multi-use games area following a large donation from the Charity GeeWizz. Works are anticipated to be completed towards the end of the year.

I hope you enjoy reading about **Thomas Wolsey Ormiston Academy**. If you feel you can deliver what we are looking for, please submit your application through the OAT Careers website by **12 noon on Wednesday 17 November**. We encourage you to contact Jane Nolan, director of primary and SEND, for an informal discussion about the role, or visit the OAT Careers website. You can find full details in 'How to apply' on page 12 of this document.

Dr Paul Hann, OBE

Chairman, Ormiston Academies Trust

Welcome from the director of primary and SEND

Dear candidate,

I am the director of primary and SEND across Ormiston Academies Trust and would like to thank you for taking an interest in the position of principal at **Thomas Wolsey Ormiston Academy** – an academy in which a highly committed staff team are working hard to give every child the very best start in life. As director of primary and SEND, I am responsible for the performance and standards of education across all OAT primary and special schools and provide support, challenge and guidance to every primary and special principal in the Trust. Regardless of your career stage, and according to need, I am here to help, guide and support you every step of the way. The primary and special principals across the Trust work collaboratively to secure the very best outcomes for the pupils they serve, and you will be an important part of this very supportive network.

I encourage you to contact me for an informal discussion about this post before you apply. Please email me to arrange a suitable time: jane.nolan@ormistonacademies.co.uk.



Background

Thomas Wolsey Ormiston Academy is designated to provide education for children and young people with complex and multiple physical, health, sensory, intellectual and communication difficulties and medical needs, and severe learning difficulties. Most pupils require significant support to access the curriculum. We strive to enable all pupils to advocate for themselves - they arrive at the academy very dependent on adults for all aspects of life and while that dependence will remain for many, they learn to take control of it, to make choices and decisions and state opinions, and we are incredibly proud of this.

Ethos and values

The school offers a warm, friendly environment where pupils feel safe and well cared for. **Thomas Wolsey Ormiston Academy** is a school that provides a nurturing environment while maintaining high aspirations for every pupil so that they can each develop their unique potential. We value and respect the needs of each pupil and work in partnership with parents/carers and a wide variety of agencies to ensure the very best outcomes for everyone. We constantly strive to improve our provision and practice. Our staff team is committed to making sure every second of the day counts.

There is a health team on-site comprising a physiotherapist, speech and language therapist and specialist support staff for those pupils with the most complex health needs. There is agreed funding for the appointment of a designated school nurse.

Our supportive local governing body (LGB) is made up of a dedicated group of people with extensive experience of pupils with special education needs and disabilities (SEND). They come from a wide range of backgrounds and the team includes parents of current and former pupils, a retired head teacher of a special school, staff from the school/Trust and members with experience of disabled charities. Their common goal, and what binds them together, is their commitment to providing the best learning opportunities for all our pupils.

Our pupil voice is of huge importance to us and is weaved through the day-to-day operation of the school, our ethos and our curriculum.

Thomas Wolsey Ormiston Academy:

- is an inclusive community respecting diversity and individual needs
- values the contribution of everyone to the school and wider community
- is aspirational for the pupils, staff, and other stakeholders
- places great value upon the partnership with parents and other professionals

Our sponsor

**ACHIEVING MORE TOGETHER**

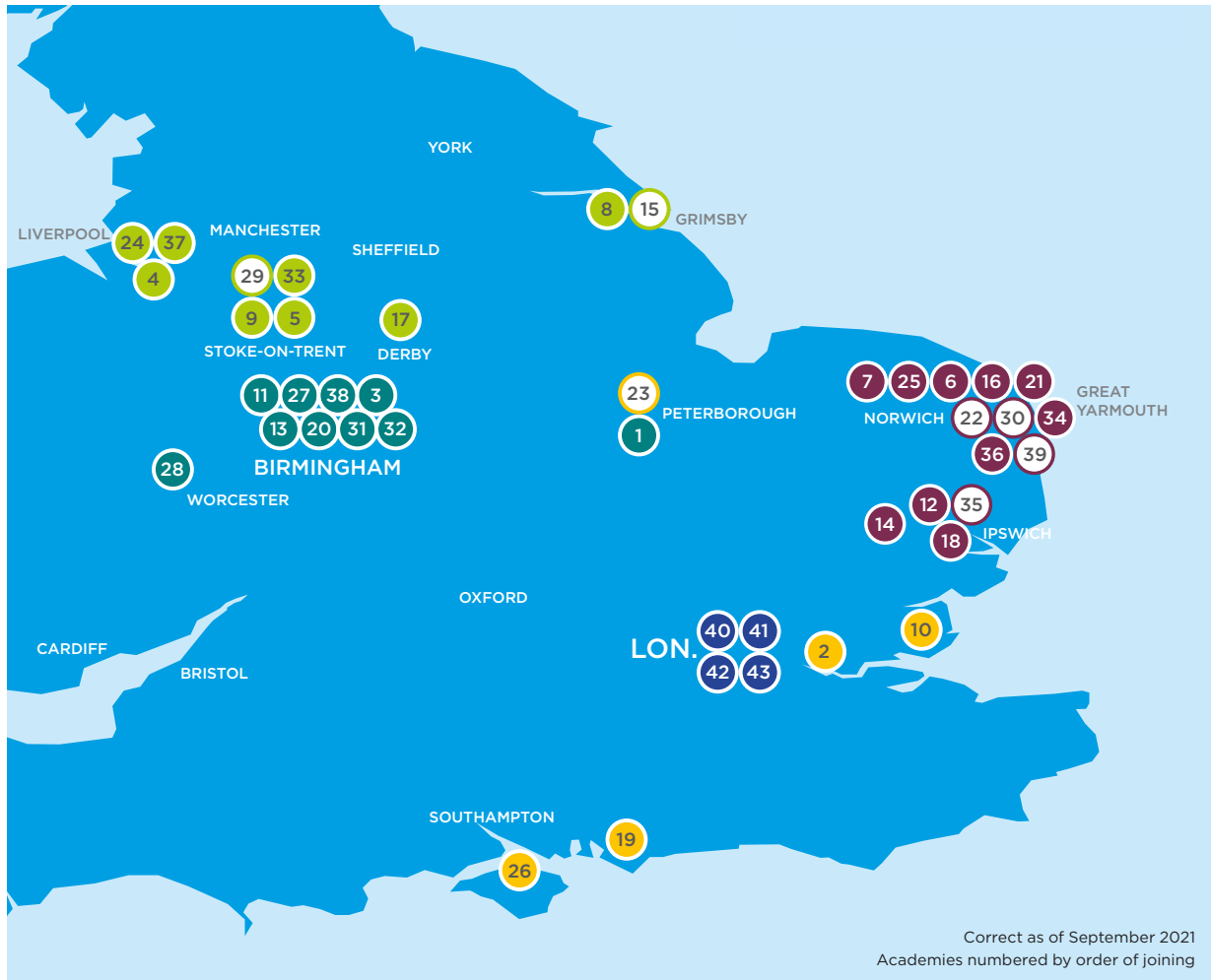
Ormiston Academies Trust (OAT) is a leading, not-for-profit, multi-academy trust which has been sponsoring primary and secondary academies across the country since 2009, and which champions the academic achievement and all-round development of the young people it serves. OAT's vision is to provide pupils with access to the highest academic, social and practical skills required to achieve their full potential. Working across the country in over 40 academies, OAT is determined to become the Trust that makes the biggest difference, both inside and outside the classroom. It has always tackled the toughest challenges in education and is now moving to the next level, so that even more children and young people can benefit from the high-quality education within the network. OAT has a central office in Birmingham and works closely with its academies throughout England, clustered into north, east, west, south and London regions. There is also an additional office in Wolverhampton situated at Ormiston NEW academy. The senior team has a proven track record of designing and executing high-quality education at national, regional and institutional levels. This team is overseen by a board with a wealth of national experience and expertise in business and education policy-making, delivery, governance and finance.

Strong and aspirational leadership is central to our academies' success, and OAT has always developed new leaders from within, with nearly a third of OAT academy leaders being home-grown. Additionally, to enhance the strength of our own talent, we recruit high-quality, external academy leaders with experience of raising aspirations, and ensuring the highest standards of performance and behaviour. OAT is also proud to have a number of academy leaders nationally recognised for their excellence, including national leaders in education. Achievement is always locally led but regionally and nationally governed, encouraged and supported, and the OAT approach seeks to combine a highly specialised hub with inspirational regional and institutional leadership. Individual academy leaders are trusted to make decisions based on their expertise and knowledge of their school. The small and expert central team works closely with academy principals and local governing bodies directly through a wide network of regional and local advisors.

OAT has a strong commitment to the continuing professional development (CPD) of all staff, including our principals. Our comprehensive regional and national CPD offer is designed to develop and retain talented staff in our schools. We run a large number of CPD development networks, specialist training, briefings, meetings and forums/events at all levels to share information and best practice. Our CPD programme is built around emerging needs, subject specific content and leadership development, with all programmes involving explicit discussion, reflection and research. National training is available at all levels with the opportunity for principals to complete the NPQH and NPQEL programmes, as well as being involved in regional and trust wide school improvement projects. The Trust recognises the importance of training and investing in our own teachers and offers the Initial Teacher Training (ITT) programme through The OAKS and fully supports the early career framework, through its hubs. OAT is one of the leading academy sponsors in the country and is playing an increasingly significant role in the development and delivery of the education strategy nationally. With the school's academy status, successful applicants will be able to contribute to the further development of the network, as well as leadership of their own academy.

OAT is part of Ormiston Trust, a national charity formed in 1969 to improve the life-chances of children and young people so they can fulfil their potential and lead happy and productive adult lives. To find out more about OAT, please visit the website at www.ormistonacademiestrust.co.uk.

Our Ormiston Academies Trust network



NORTH

- 4 Ormiston Bolingbroke Academy
- 24 Ormiston Chadwick Academy
- 9 Ormiston Horizon Academy
- 17 Ormiston Ilkeston Enterprise Academy
- 6 Ormiston Maritime Academy
- 35 Ormiston Meridian Academy
- 37 Sandymoor Ormiston Academy
- 5 Ormiston Sir Stanley Matthews Academy

WEST

- 1 Ormiston Bushfield Academy
- 38 Brownhills Ormiston Academy
- 13 Ormiston Forge Academy
- 11 George Salter Academy
- 32 Ormiston NEW Academy
- 3 Ormiston Sandwell Community Academy
- 27 Ormiston Sheffield Community Academy
- 31 Ormiston SWB Academy
- 28 Tenbury High Ormiston Academy
- 20 Wodensborough Ormiston Academy

EAST

- 36 Broadland High Ormiston Academy
- 25 City of Norwich School, An Ormiston Academy
- 21 Cliff Park Ormiston Academy
- 16 Ormiston Denes Academy
- 12 Ormiston Endeavour Academy
- 34 Flegg High Ormiston Academy
- 18 Stoke High School - Ormiston Academy
- 14 Ormiston Sudbury Academy
- 6 Ormiston Venture Academy
- 7 Ormiston Victory Academy

SOUTH

- 26 Cowes Enterprise College, An Ormiston Academy
- 2 Ormiston Park Academy
- 10 Ormiston Rivers Academy
- 19 Ormiston Six Villages Academy

LONDON

- 40 Ormiston Beachcroft Academy
- 41 Ormiston Bridge Academy
- 42 Ormiston Courtyard Academy
- 43 Ormiston Latimer Academy

PRIMARIES AND SPECIAL SCHOOLS

- 39 Ormiston Cliff Park Primary Academy
- 30 Edward Worlledge Ormiston Academy
- 22 Ormiston Herman Academy
- 23 Ormiston Meadows Academy
- 29 Packmoor Ormiston Academy
- 15 Ormiston South Parade Academy
- 35 Thomas Wolsey Ormiston Academy

Job description

Job title: Principal

Reporting to: Director of primary and SEND

Salary: Competitive with benefits including PHI

Disclosure level: Enhanced DBS check

Core purpose

The overall purpose of the role is to develop and sustain exceptional educational provision, which will transform the educational and future life opportunities of all pupils.

Strategic direction and development of the academy

- Establish a culture that promotes excellence, equality, high expectations and aspirations of all pupils
- Work alongside the local governing body and OAT Executive in implementing OAT and academy procedures and policies
- Ensure that the management, finance, organisation and administration of the academy support its vision and aims
- Ensure the commitment of parents/carers and the wider community to the vision and direction of the academy
- Continue to develop effective relationships with other academies in OAT
- Create and implement a strategic plan, underpinned by sound financial planning, which identifies the priorities, actions and targets that will guide the academy on its journey to “exceptional” in all areas
- Monitor, evaluate and review the impact of the academy’s policies, priorities and targets to drive continuous improvement
- Present accurate accounts of the academy’s performance that are appropriate for a range of audiences including parents, governors, OAT and Ofsted
- Ensure a commitment to safeguarding and promoting the welfare of children and young people

Main tasks

Teaching and learning

- Ensure that outstanding teaching and learning is the primary objective for all staff
- Demonstrate and articulate high expectations and set stretching targets for the whole school community
- Ensure that learning is at the centre of strategic planning and resource management
- Establish creative, responsive, and effective approaches to teaching and learning
- Ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning
- Monitor, evaluate and review classroom practice and promote improvement strategies
- Ensure a consistent and continuous school-wide focus on pupils’ achievement, using data and benchmarks to assess and monitor progress in every child’s learning
- Monitor and evaluate the quality of teaching and each pupils’ achievements including the analysis of performance data and observation, challenging underperformance at all levels and ensuring effective follow up action
- Implement strategies which secure high standards of behaviour and attendance
- Ensure appropriate enrichment opportunities are provided and given a high priority

Leading and managing staff

- Lead, motivate, support, challenge and develop staff to secure improvement
- Maximise the contribution of staff to improve the quality of education provided
- Develop effective and transformational leadership and management across the academy
- Implement “best practice” OAT performance management processes
- Acknowledge the responsibilities and celebrate the achievement of individuals and teams

Efficient and effective deployment of staff and resources

- Work with OAT, governors and senior colleagues to recruit staff of the highest quality available
- Advise the governing body on the adoption of effective procedures to deal with the competence and capability of staff
- Agree and set appropriate priorities for expenditure with the governing body to enable the academy to secure its objectives
- Manage and organise accommodation efficiently and effectively to ensure that it meets the needs of pupils, the curriculum and health and safety regulations
- Manage, monitor and review the range, quality, quantity and use of all available resources in order to improve the quality of education, improve pupils' achievements, ensure efficiency and secure value for money
- Use and integrate a range of technologies effectively and efficiently

Variation in role

In order to provide development opportunities and to match individual remits to areas of strength, there will be adjustments to the exact remit for all members of the leadership team on an annual basis. The duties specified above are therefore neither exclusive nor exhaustive and may change over time.

Equality, diversity and inclusion

The academy is committed to equality, diversity and inclusion for all members of staff. The academy will take action to discharge this responsibility, but many of the actions rely on individual staff members embracing their responsibilities with commitment and ensuring a positive and collaborative approach to equality, diversity and inclusion.

This requires all staff to support initiatives on equality, diversity and inclusion which will include embracing development and training designed to enhance practices and the experiences of staff, pupils and visitors to the academy, with an all-inclusive approach that celebrates differences.

Thomas Wolsey Ormiston Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Person specification

Qualities and attributes

Essential

Desirable

Knowledge and qualifications

Graduate with Qualified Teacher Status or equivalent	✓	
Has achieved or working towards NPQH		✓
Higher degree qualification, postgraduate course, recognised special education qualification	✓	
Up to date knowledge of what research and inspection findings tell us about effective leadership, teaching and learning in special education	✓	
Knowledge of Education Acts and other legislation relevant to special education	✓	
Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the academy community	✓	
Knowledge and understanding of physical, medical and / or sensory needs and associated learning difficulties and the strategies which can support and develop learners, allowing them to thrive	✓	
Understanding of Ofsted requirements	✓	
Understanding of, and commitment to, pupils' spiritual, moral, social and cultural development	✓	
Knowledge of the SEND Code of Practice 0-25	✓	

Experience

At least two successive years' experience of senior management in special education at principal, vice or assistant principal or similar level	✓	
Experience of working across all education phases from ages 3 to 16 years		✓
A proven track record of securing improvements in the quality of teaching and learning	✓	
A proven track record of raising achievement across at least two phases of education	✓	
Experience of using all relevant data to drive academy improvement	✓	
Has worked successfully with governors and parents to raise achievement	✓	
Has experience of Ofsted including post-inspection planning	✓	
Has experience of working effectively with pupils with a wide ability range and complex needs		✓
Has experience of the British Values Agenda and Prevent Training	✓	

Skills

Excellent management, motivational and communication skills that inspire high ambition throughout the academy	✓	
Ability to secure effective leadership at all levels in the academy and to lead on staff development and performance management	✓	
A highly effective teacher whose practice inspires and develops others	✓	

Personal skills to establish excellent working relationships with all members of the academy and wider community	✓	
Ability to devise and implement high quality improvement plans	✓	
Ability to effectively manage budgets, facilities, and resources	✓	
Competent in the use and management of ICT	✓	

Personal characteristics

Flexible	✓	
Decisive	✓	
Resilient under pressure	✓	
Set high expectations for pupils and staff	✓	
Commitment to continuous improvement	✓	
Keen interest in meeting the education and care needs of children and young people with complex difficulties	✓	
Sensitivity and understanding of the needs of children and their families	✓	
A positive and energetic approach to work	✓	
Commitment to working with other agencies to support pupils and their progress	✓	
Commitment to the protection and safeguarding of children	✓	
A determination to fulfil each child's potential	✓	
A commitment to the development of all staff	✓	
A commitment to ensure equality of opportunity	✓	

How to apply

Location: Ipswich

Reporting to: Director of primary and SEND

Start date: Easter 2022

Closing date for applications: Wednesday 17 November 2021 at 12 noon

Interview date(s): Wednesday 24 and Thursday 25 November

Salary: Competitive with benefits

Applications with supporting statements should be made through the [OAT Careers website](#).

Discussions about the role and the academy are strongly encouraged with the director of primary and SEND, Jane Nolan. Please contact Jane directly at jane.nolan@ormistonacademies.co.uk.

If you would like to arrange a tour of the academy, please contact Sharon Newman for dates on [01473 467600](tel:01473467600).

Your supporting statement contained within the application should be no longer than two sides of A4 and should address the selection criteria detailed in the person specification earlier in this document.





Defoe Road, Ipswich, IPI 6SG

Tel: 01473 467600

Email: office@thomaswolseyoa.co.uk

Web: www.thomaswolseyoa.co.uk

[OAT]
Ormiston Academies Trust
AN OAT ACADEMY